"A STUDY ON JOB SATISFACTION OF WOMEN IN EDUCATION SECTOR WITH REFERENCE TO LATUR DISTRICT"

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Introduction:

A women is the basic unit of society. Without women nothing is possible for the men. The women occupies an important position as a wife, a daughter, a sister, a mother and most importantly, as a human being in all human relationships. A country does not progress until it's women takes initiatives for development works. Swami Vivekananda also said, "It is impossible to think about the welfare of the world unless the condition of women is improved."

Historically, the period after 1750 AD is known as modern period. In this period the status of women changes radically and it can be studied in following two stages:-

a) Status of women during British rule in India.
b) Status of women in post independent in India.

a) Status of women during British Rule in India.

After the fall of MughalEmpire, the British settled their supremacy over the Indian peoples. Under the British rule, lots of changes were made in economic and social of society. During this period quality of women life remained more or less the same. Women faced No. of social evils such as; child marriage, Sati Pratha, prohibition of widow remarriage, devdasi system etc. which were great hurdles in the path of progress of women's.

b) Status of women in Post Independent in India.

After independence, a revolutionary change has taken place in status of Indian women. Thinkers, female activits, social reformers and organizations, are united over the female issues and also are struggling for the emergent and development of women's. Cultural and structural changes reduce exploitation of women's to the great extent and also provides equality of opportunities to the women's in No. of fields. Our national leaders,

Mahatma Gandhi, Pandit Nehru, Mahatma Phule and others made deliberate and serious efforts towards the empowerment of women's. They focused the need of giving them the equal status to women in different walk of life. Some of the notable positive changes which took place during this period.

1) Indira Gandhi, in 1966, becomes the first women Prime Minister of India and served on that post for an aggregate period of fifteen years and becomes the world's longest serving women Prime Minister.
2) In the field of politics, women like; Jaylalita,Mayawati, Uma Bharti, Mamta Banerjee etc. has proved them and make feel proud to every Indian women.
3) KiranBedi ,KalpanaChawala, Mother Teresa, PratibhaPatil etc. are those names from different fields which set examples for others.

Today, Indian women, have been striving to capture their place, status, dignity and individuality. Modern Indianwomen in India are entering into all kinds of professions like medicine, engineering, teaching, politics etc. In large numbers they are joining the Universities and colleges. In fact, India has the largest population of working women in the world, and has more number of doctors, professors, than the United Nations.

Historical Background of Latur

Latur is one of the important cities located in south eastern part of Maharashtra with ancient historical background. The king 'Amoghvarsha' of Rashtrakutas developed the Latur city originally the native place of Rashtrakutas. The Rastrakutas who succeeded the chalukyas of Badami in 753 A.D. called themselves the residents of Lattalut.

This place is the centre of headquarters of Latur district. It is connected by roads to Mumbai, Nagpur, Kolhapur & Aurangabad. National highway No.204 passes through the city.

Location:

Latur City lies on the Balaghat ranges in Latur District. Latur district was formed by dividing Osmanabad district on 15th Aug. 1982. The district has an area of 7157 sq.km.

Latur district is the 16th largest city in the state of Maharashtra $17^0 52'$ north to $18^0 50'$ North & $76^0 18'$ East Deccan plateau $79^0 12'$ meters above sea level.

Talukas in LaturDistrict:-

There are 10 Talukas, 948 Village & 7 towns in Latur district. As per the census India 2011, Latur district has 4, 81,572 households, population of 24, 54,196 of which 12, 73,140 are males & 11,81,056 are female. The population of children between age 0-6 is 3,17,811 which is 12.95% of total population.

The literacy rate of Laturdistrict is67.26% out of which 73.24% males are literate & 60.81% females are literate.

List of Talukas :-

1) Ahemadpur
2) Ausa
3) Chakur
4) Deoni
5) Jalkot
6) Latur
7) Nilanga
8) Renapur
9) ShirurAnantpal
10) Udgir

Literacy rate of Latur District.

Sr. No.	Name of Taluka	Total Literacy Rate	Male L-Rate	Female L-Rate
1	Ahemadpur	79.19%	72.49%	59.19%
2	Ausa	75.38%	72.39%	58.91%
3	Chakur	76.62%	73.09%	58.75%
4	Deoni	75.21%	72.64%	58.12%
5	Jalkot	74.4%	71.61%	56.19%
6	Latur	80.15%	74.57%	64.79%

7	Nilanga	74.89%	72.12%	58.46%
8	Renapur	75.18%	71.95%	58.37%
9	ShirurAnantpal	75.81%	72.62%	59.15%
10	Udgir	79.28%	74.37%	62.6%

Job Satisfaction:-

Job satisfaction is the happiness & pleasure that an individual gets from his or her work. It is a core element of employee's behaviour which not only affects the individual behaviour but also benefited the goal of the organization. In fact satisfied employees are more committed to their work. Job satisfaction can come from variety of ways. Some employees satisfied with the nature of job, some are satisfied with their pay structure, supervision, promotions, benefits etc. An employee which is satisfied is tree from work stress & they become more active & productive.

Hoppock defined job satisfaction as any combination of psychological, physiological & environmental circumstances that cause a person truthfully to say I am satisfied with my job (Hoppock, 1935)

Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals towards work roles which they are presently occupying (Vroom, 1964)

Thus, from the above definition, it was clear that job satisfaction is not only influenced by external factors, but it remains something internal that has to do with the way how the employee feels. The good organizations are tries to find out the different approaches / ways for employees satisfaction.

Women's in EducationSectors:-

'Women is the noblest of God's creation, supreme in her own sphere of activity', these words are blossoming now. Increased awareness & education has inspired women to

come out of the walls of home. The modern woman has started caring for her social, cultural, religious & economic needs. She has now become tool for social change in Indio.

Equal representation of women in education sector employment helps to achieve fairness, openness & representativeness. In India, directly as well as indirectly almost 50% of Indian women contribute to the economic parameters of the nation. Today, modern women in India are entraining into all kinds of professions like; politics, teaching, surgeons, professors etc. Women's are actively participating in the democratic process &elections which is quite impressive in enhancing their status. Infelt, India has the largest population of working women in the world.

Education sector employment is more attractive for women because of its employment conditions. Women's can get the flexible working hours, diverse career path & options, relative job stability, good pay & attractive benefit packages. Modernization of education sector & strengthening fundamental public service values & principles has also contributed to the increase of women in education sector employment.

Nature, Scope & Significance of Study:

The significance of choosing this study is to understand, 'Job satisfaction level of working women's in education sectors, in Latur district. It was based on the opinion & views from the stand of women employees in education sector only.

Through this study I will came to know that.

a) What benefit & facilities educational sectors are providing to the women employees?
b) Level of satisfaction
c) Participate in Management.
d) Guidance, assistance & support in case of difficult situations.
e) Where they are lacking in having a satisfied workforce presently.
f) How they can modify it in future?

In this study I covered 10 Talukas in Laturdistrict; the information should be gathered from the opinions & views of working women's in education sectors of Latur

district. This study is analysed the structure or the mental frame work of the education employees to motivate & create good ambience for working effectively. This also helps in providing the women employees a better chance of exposure & job satisfaction for the employees in education sectors.

This research will focus on measuring the job satisfaction of women employees working in education sectors only.

This research is expected to identity the key factors which are significant to increase the level of job satisfaction of women employees working in education sectors only. With the increase in the employment rate for productive citizen, is an indicator of study human capital which is one of the ultimate sources for the social & economic development.

By conducting a job satisfaction survey we can analyse whether the women employees are satisfied or not & also whether they are motivated by the genera's, welfare, financial & other related factors.

Objectives:

1) To study the present job satisfaction level of working women in education sector.
2) To identify factors influencing the job satisfaction among the working women ineducation sectors.
3) To know the impact of employment of women in socio economic status.
4) To know the opinions of women employees(working in education sectors) about their present job.
5) To evaluate the level ofsatisfaction ofwomen employeesworking in educational sector regarding the salary & other benefits.

Hypothesis of the Study:

1) The working environment in education sector is positive & healthy, thus satisfied with their job

2) There is a positive effect of job satisfaction in education sector amongst the working women.

Research Methodology:-

For the study of job satisfaction of working / employed women, simple random sampling method was adopted. The study was limited to 10 Talukas of Latur district. Altogether 7200 women are working in education sector in latur district out of which 720 sample size will be taken for research work. This research mainly uses quantitative designs for which data was collected through survey questionnaires. This Research intends to compare the level of job satisfaction for women employees working in education sector in Laturdistrict, quantitative method was used to collect information. The chi-square test was used to examine the level of job satisfaction.

Primary & secondary sources were the main tools used to collect data.

1) **Primary Data :**

The structured questionnaire & personal interview were the main sources of collecting primary data. The questionnaire consist of socio-demographic characters of the respondents & certain factors the influencing level of job satisfaction among women employees working in education sector.

2) **Secondary Data :**

Secondary data were collected from various published & unpublished sources such as, articles, magazines, journals & internet. Sample size will be taken form research work. Suitable statistical tools & techniques will be used to present &analyse the data. Pie chart, line charts has been used to present the data & simple statistical tools & techniques such as; mean, percentage, correlation,& testing of hypothesis (t-test) were used to analyse the data particularly.

Problems of research area:

1) Lack of awareness about the employment opportunity in rural area.

2) Resistance restriction from male members of the family.
3) Inequality in gender discrimination between man & women especially in rural area.
4) It is quite difficult for women to pursue employment outside of the home. They have to work nearby their home &avoid work tour & travel.

Literature Review:

Robert M. Hochheiser (1998) reassessed the meaning of job satisfaction & proposed a simple formula for success; - forget the idea that hard work alone leads to success & instead on focus on building good relationship. He asserts that the good way to win at work is to understand what is needed to support the ego of bosses, peers & subordinates. Accurate assessment of those needs can then be indirectly associated with one's personal goals &exploited to make substantive workplace gains.

According to Deshpande (1992), women's from the biggest minority among the socially discriminated section of the population in India most of the women, if employed outside of their home, if employed outside of their home, would be low-paid, casual wage employment. The sole aim of most of these women would be to save some income, &contribute something to the family. Porter &lawler (1968) collects the influence of job satisfaction into groups of internal & external satisfactory factors. According to them internal satisfactory factors are related to the work itself (such as, feeling of independence, feeling of achievement, feeling of self-esteem, control & other similar feeling obtain form work) whereas, external satisfactory factors are not directly related to work itself, (such as, good relationship with colleagues, high salary, good welfare)

Limitations:

1) The study is based on the information provided by the respondents (women employees) belongs to education sector in Latur district.
2) One cannot completely reply on their opinion as they are temporary & likely to change with time.

3) The major limitations are the psychological temperament of the employees, which act as the biggest barrier.
4) Conclusion drawn will be based on response from sample respondents only.
5) Due to the busy work schedule of the working women there should be the chances that the response to the questionnaires may be with lack of full concentration.
6) Insufficient time lead to inadequate focus in all education sectors.

Chapter Scheme

The chapter scheme of the present research work is given briefly as follows:

Chapter I: Introduction

The first chapter is related to introduction. It includes origin of Job Satisfaction, meaning and definitions ofJob Satisfaction, features and importance of Job Satisfaction, Status of women during British Rule in India, Status of women in post Independent in India. Historical Background of Latur city,

Chapter II: Review of Literature

The second chapter deals with review of literature. It includes book review,theses review – Ph. D dissertations and M. Phil. dissertations, research papers and articles related to job satisfaction.

Chapter III: Factors Influencing Job Satisfaction

Introduction, Variables Influencing Job Satisfaction, Factors influencing Job Satisfaction among women's in education sector.

Chapter IV: Research Methodology

The fourth chapter is related to research methodology. It deals with statement of problem, significance of study, objectives of the study, hypothesis of the study, period of study, sampling and techniques of analysis, research methodology, and collection of data, methods of data collection, statistical techniques used for data analysis,scope of study, its limitations and at last chapter plan.

Chapter V: Data Analysis and Interpretation

This chapter provides with the data description and the data analysis of data collected.Analysis is done on the basis of objectives of the study. Various descriptive techniques like graphs,charts,pie diagrams,etc.have been used for analysis of data.

Chapter VI: Findings, Conclusions and Suggestions

This chapter deals with conclusions and suggestion on the working of **job** satisfaction of women's in education sectors with reference to Latur district. Here, all the hypotheses of study are tested and further suggestions are given for research areas.

- Bibliography
- Annexure

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Research Guide